

From: Dawn Molinero
Sent: Wednesday, July 19, 2023 8:02 PM
To: Randy Jorgenson <rjorgenson@miltonfl.org>; Randy Jorgenson LandPlan Address <landplan@aol.com>; Heather Lindsay <hlindsay@miltonfl.org>
Subject: The timeline requested by Ken Garner

Randy and Mayor,

There are numerous phone conversations I had that cannot be typed out at this time as it would take me a week.

A few things I need to get off my chest. After I pulled my letter of recommendation for Mr. Spears, the flood gates opened and the employees felt the need to express their fears over Mr. Spears placement into the position of City Manager to me. Many of them are willing to speak with the Mayor, Councilman Hawthorne, Councilwoman Farrow, Councilman Powell or Councilman Jarrett, but only in person and nothing in writing as they are afraid to be approached by the media or that they will lose their jobs. Some employees have spoken with local citizens about their concerns and fears which was also brought to my attention.

All of this happened so intensely and so quickly, that I have to admit I became afraid and was (still am) not sure who to trust. David and Goliath comes to mind and I haven't slept in weeks. I care about each and every person at City Hall excepting the two whose names need not be mentioned again. You both need to know I will do EVERYTHING IN MY POWER to take care of these wonderful people I work with and I will try to give them some peace during this chaotic moment in time. The City of Milton really messed this one up. I also had an employee approach me today and explained that, to most of the employees, it seems like the Council cares for nothing but their games and agendas. They are stunned at what transpired due to political shenanigans and they feel the council couldn't care less about how this has affected them.

Councilwoman Farrow showed up for the morning meeting today and was kind to everyone; many of the staff talked about her kindness for most of the morning. Mayor, you have walked through the building many times over the past few weeks and have asked many of them how they were or if they needed anything, it has made an impression. THEY ARE SCARED.

At this moment, I am doing my best to keep them calm and ensure them all will be well....but as you both know, I am losing it a bit. I am sad. I have no idea what the coming days will bring but I will stand tall no matter what is thrown at me. God has me and will take care of me and I hope that I showed him that I can be his hands and feet and speak impeccably when others around me appear to lie as if it's commonplace and acceptable. I will NOT be leaving my job as City Clerk because I love what I do and I wouldn't leave all these amazing people, with no one to step up and speak for them, no matter how big the giant. If the council wants to fire me for being ethical, so be it....that just shows their true colors. Please let me know that you both agree with what has been typed here, I tried to keep to the facts and leave my anger and other emotions out of it. My interview with Ken Garner is tomorrow at 1300.

Have a blessed evening.



Dawn M. Molinero
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Two weeks ago at this meeting, I thanked you all for the support you gave me for the City Manager position. It was truly appreciated, and I reiterate that thanks.

Today, I would like to apologize to you. If I had known then, what I know now, I promise you, I never would have applied for the City Manager position. I am so very sorry.

If I had known what this process would do to myself, my family and this organization, this team, I never would have applied. We may be exactly where we are today regardless, but I would not have been a candidate and seen as playing a role in all this. I regret applying.

I want everyone to also hear me say this, Chief, I support you 100% and will do everything in my power to help you be successful. And I want you to know I appreciate our conversations over the past few weeks and learning where you stand on all this.

Everyone else, I want to encourage you all to keep doing the great work that each of you do for the City every day. I also want to encourage each of you to protect yourselves. Please document everything. Especially any interaction with me. Date, time, place, topic. I would hate for more of you to be accused of collusion. And we saw last night, they will come for anyone. Please protect yourselves.

Finally, I want you all to know that under no circumstances will I participate in another selection process to become the City Manager. I will not apply. I will not be a candidate. So, at least for me, this is behind me. But I fear it is not over.

Again, I am truly sorry and I hope you all will accept my apology and forgive me.

July 10th

I received an email from Pam Mitchell (a group was BCC'd) about contract/salary concerns; made Randy aware of email.

I received a phone call from a local citizen (not Pam Mitchell) that there was 'word on the street' that there was a plan to sabotage the contract negotiations if the position was offered to Mr. Scott Collins; no specifics given.

July 11th

Scott Collins selected as next City Manager.

I forwarded Pam Mitchell's email to Alex Andrade during the Scott Collins interview and asked him at the dais if there were going to be any issues, he said no, that the rumblings were stupid.

It appears that Councilman Snow and Commissioner Calkins approached Mr. Scott Collins after the meeting in the parking lot of City Hall (around 9 PM); Councilman Snow apparently told Mr. Collins not to expect to steam roll the city with his contract. When I was made aware this happened the next day, I was unsure of who to speak with about it but thought this might be a possible ethics violation as Councilman Snow was not given permission to speak with Mr. Collins about the contract in any form. Also, it appears that this approaching might have been slightly aggressive and/or unwanted/unwelcome by Mr. Scott Collins; Mr. Collins has confirmed this interaction.

July 12th

At 1219 Councilman Cusack asked me to send an email to council that he was being shut out of phone calls and the contract/negotiation process by city attorney.

At 1228 I spoke with Randy Jorgenson about Cusack's request, Randy directed me not to send an email to the council but to send a reply to Cusack. The reply to Councilman Cusack, as dictated by Randy Jorgenson in my office, 'After reading the email string below, it seems to me that what Alex is proposing is just a simple draft'. **Note**, this is not uncommon for Randy to dictate email responses to council and many others through me. At this time, Randy explained to me that Cusack was just trying to feel germane in his role.

July 13th

At 0539 I sent an inquiry to Councilman Cusack asking if everything went OK.

Mr. Collins, when called by local citizen(s) to congratulate him on his selection, let the local citizen(s) know what transpired in the City Hall parking lot and that it was worrisome. The local citizen(s) called me and let me know of the situation and wanted to know if anything was going to be done about it. I had no answer. This citizen has stated that they will be coming forward to speak about their conversation with Mr. Collins at the Agenda Workshop on July 20th.

At 0752 Cusack let me know there was a continued issue to which I replied I could let the Mayor and Randy know.

At 0802 Cusack sent reply asking if I could let the Mayor know.

Approximately 0830 I spoke with Randy in his office about Councilman Cusack's request/issue who once again asked me not to send an email to the council.

At 0921 I spoke with Alex Andrade on the phone about the situation; I specifically stated to Alex that 'if there is nothing to hide then he (Mike) should be included on the phone calls, I don't see what the big deal is'. Alex explained he was only fact finding at this point. Note, after talking with Mr. Scott Collins on Monday and hearing what and how Alex was asking the questions, it appeared to the Mayor and I that this was the reason Councilman Cusack was not included in the phone calls; he (Cusack) most likely would not have approved of the questions or the tone.

At 0927 I sent an email to the Mayor asking that we speak over the phone about what was transpiring because it just wasn't making sense.

At this point I began to worry. My thought process at this point....the public has heard the contract negotiation was going to be undermined, Snow and Calkins possibly confronted or threatened Mr. Collins in the parking lot, Ed Spears wife possibly said to a general group of people at a prior meeting (the meeting that Ed was passed over) that interference was forthcoming, Cusack was not being allowed on the phone calls, I had been asked twice not to notify the council of Cusack's concern and Alex could not give me a sound reason that Cusack wasn't being included with the phone call conversations. It was also at this point that I tried to make sure I was on all email strings, watched and listened at City Hall, and began to ask questions of city staff and local citizens who had been expressing their concerns all along.

At 1114 Mayor Lindsay called. Mayor directed me to send an email to council as requested by Councilman Cusack and reminded me that Randy is not my boss and to follow council direction only.

At 1126 I sent the email to the councilman group about lack of communications during negotiation process. The Mayor, Councilwoman Meiss, Councilwoman Farrow and Councilman Jarrett were the only council to respond.

A while later Randy came to my office and stated 'you sent an email'I answered yes.

About 20 minutes later Councilman Snow showed up at City Hall and spoke with Randy.

At this point it was apparently out to the public that Councilman Cusack was not being included in the proceedings as voted by the council on July 11th. I received calls and inquiries throughout the day from the Mayor, local citizens, **employees**, media, council and Attorney Andrade. Alex began sending emails to explain his side of the proceedings.

July 16th

Mayor Lindsay sent me a text on July 15th that I did not see until the morning of the 16th. I immediately called the Mayor upon reading the text and we spoke of Mr. Collins email withdrawal, my ethical

concerns about all that had transpired throughout the week, the possible threat Mr. Collins received from Councilman Snow and Commissioner Calkins, the shock of the withdrawal as her and I both had many conversations with Mr. Scott Collins and he was very excited to find a home with the City of Milton if/when offered the position. This was a full turnaround from all of the excitement and positivity he expressed throughout the time I had touched base with him and it was clear something serious/concerning had happened.

It was clear to me this candidate had been threatened, insulted and/or treated unprofessionally (all confirmed by Mr. Scott Collins on Monday the 18th); at that moment I knew we had a corrupt few who were interfering in the contract negotiation process.

I sent Mr. Scott Collins an email and explained to him that I figured out what was going on (corruption) and that I would do everything in my power to get him to reconsider.

I received calls throughout the day from council members, Mayor, local citizens and Mr. Buz Eddy all with concerns and stories and thoughts about the interference and possible ethics violation(s) from Councilman Snow and Commissioner Calkins.

July 17th

At 0718 Mr. Scott Collins sent me a text asking me to call him; he wrote that he agreed with the 'corruption' that I talked about in my email to him on Sunday. His text stated he was concerned about sending an email to my work email address and that he was disappointed in all that had transpired.

At 0720 I called Mayor Lindsay to let her know I had heard from Scott and that he was willing to talk about what was going on, I asked if I could meet at her house around 1045 so we could speak with him together and that I was also concerned about talking to him in the City Hall building with Ed Spears and Bethany Anderson's offices so close to mine. She agreed.

At 0915 (approx.) Randy came to my office and said he needed to speak with me. We got to his office, started talking and it quickly turned into a 'loud talking' match; we left his office to speak in the side yard. I told him I knew what was going on, that it appears Mr. Collins had been threatened in the parking lot by Councilman Snow and Commissioner Calkins, that Ed's name came up in many conversations over the weekend, etc. The 'loud talking' went on for almost 45 minutes. I explained to Randy that I was going to file a complaint with the State Attorney General and I believed that Mr. Collins would be willing to come forward. I accused Randy of involvement and stated that I had lost my trust in him. (Note, during the phone conversation with Mr. Scott Collins an hour later, Randy's name did not come up once, only Spears, Andrade, Snow and Meiss came up. I apologized to Randy later once I thought he was not involved). Randy asked me what we could do to fix the situation and if he should reach out to Mr. Collins and if I thought the situation was salvageable. We talked further about the email from Mr. Collins on Saturday. Randy and I went to my office and dictated an email to Mr. Collins with terms that Randy came up with. I sent the email to Mr. Scott Collins. Randy said he believed council would be agreeable to these terms presented.

At 1048 I left City Hall to speak with Scott Collins at Mayor Lindsay's home.

At 1116 Began phoncon with Scott Collins and spoke with him until approximately 1220.

At 1226 I sent a text to Randy letting him know we had a deal with Mr. Collins and that Mr. Collins was willing to begin negotiations again.

At 1233 I sent a text to Randy letting him know that the Mayor suggested we should be able to cancel the special called meeting if him, Mayor and I could talk about what transpired together and come up with a plan to move forward.

At 1245 I returned to City Hall, sent a text to the Mayor that Randy would be at City Hall shortly and we should speak as a group.

Mayor, Randy and I met in Randy's office, talked about all that transpired during the phone call, made him aware that Scott had been confronted in the parking lot and Scott's disappointment with Alex. Mayor and I let Randy know that Scott gave approval to share this information with the council, media and with the staff. Mayor was to fix the current contract that Alex had sent to Scott previously and she was to CC Randy and me for our awareness. If all was well and Mr. Scott Collins accepted the offer, Randy was going to speak with each council member and then present the signed contract at the next council meeting.

To the best of my ability and remembrance, using emails, texts and phone calls, this is the timeline for Scott Collins contract negotiations and subsequent withdrawal.

Final notes:

I have spoken with Attorney Andrade at length and I don't why there were continued misunderstandings when this should have been a really simple process and Councilman Cusack could have easily been included in the phone calls and that was clearly what council unanimously approved. However, it is not within my purview to figure anything further than what I have presented, and I did everything I could. There were clearly missteps, but Mayor will be the one to draw her conclusions regarding the information received from Mr. Collins and present them to the council.

I believe Mr. Scott Collins also spoke with Councilman Cusack about the confrontation in the City Hall parking lot on the 11th; this will have to be confirmed with Councilman Cusack.

Dawn Molinero

From: Dawn Molinero
Sent: Thursday, July 20, 2023 1:11 PM
To: Ken Garner
Cc: Randy Jorgenson
Subject: RE: The timeline requested by Ken Garner

Hello Ken,

I appreciate your kind words.

I am not filing a complaint nor have I been directed to do so. I don't know if the Mayor or City Manager or going to file one or of any other council members that have the intent to do so. I believe at this time we have learned a valuable lesson and can hopefully calm things down and find a good man or woman to be our City Manager.

I hope this helps. If I don't see you this evening, have a safe trip tomorrow!



Dawn M. Molinero
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From: Ken Garner <ken@sandpaperpublishing.com>
Sent: Thursday, July 20, 2023 12:43 PM
To: Dawn Molinero <dmolinero@miltonfl.org>
Subject: RE: The timeline requested by Ken Garner

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dawn, just a heads up if you don't know already, I've posted a story online and on Facebook based on the timeline you shared with me and noting that the issues you highlight are expected to be discussed at tonight's meeting.

My only question, for the moment, is whether you have filed a complaint with the state attorney's office.

You are so brave and I admire your integrity so much; I know this isn't easy and I hope nothing I write causes you harm or anguish, but I very much want to see justice done, too. I have great respect for the stand you're making and for your character.

God bless you!

Ken Garner

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From: Dawn Molinero <dmolinero@miltonfl.org>

Sent: Thursday, July 20, 2023 5:45 AM

To: Ken Garner <ken@sandpaperpublishing.com>; Tim Milstead <tmilstead@miltonfl.org>

Subject: FW: The timeline requested by Ken Garner

Ken,

Attached is the timeline you asked for and the email I sent to Mayor and Randy last night. I've also attached the email I sent to Mr. Collins on Sunday and the email on Monday where Randy dictated new terms. I ask that you please respect the employees of the City of Milton, they are good people Ken, and one small group of corrupt individuals has had them scared for years. I do know at this point I have overstepped my boundaries as a clerk, but my ethics come before my career. The conversation the Mayor and I had with Mr. Collins was in depth and does not bode well for Mr. Andrade no matter how much he is trying to back-peddle. However, I will let the Mayor bring all of the information forward and I will back her when she does, she knows that. If you still want to meet today we can, but I believe I have said all I can on the subject. Final note, Tom McLaughlin has also asked for this timeline, and I will be sharing this exact email with him in about 30 minutes and the McCay news show is asking for information, I will send them stuff when I get to work, for now I am going to enjoy my coffee. Have a blessed day.



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Randy and Mayor,

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